

St. Louis City Ordinance 63160

FLOOR SUBSTITUTE

BOARD BILL NO. [94] 54

INTRODUCED BY ALDERMAN MARTIE J. ABOUSSIE , PAUL M. BECKERLE

An ordinance relating to the appointment of and the salaries of certain employees in the Collector of Revenue's office pursuant to Section 82.610, Revised Statutes of Missouri, by repealing Ordinance 62664, approved July 10, 1992, (Chapter 4.44, Rev. Code, St. Louis, 1980, Anno.) and adopting nine (9) new sections and containing an emergency clause.

BE IT ORDAINED BY THE CITY OF ST. LOUIS AS FOLLOWS:

SECTION ONE. Ordinance 62664, approved July 10, 1992, (Chapter 4.44, Rev. Code, St. Louis, 1980, Anno.), is hereby repealed and a new ordinance and chapter is hereby enacted, to read as follows:

SECTION TWO. Pursuant to Section 82.610, Revised Statutes of Missouri, the Collector of Revenue is hereby authorized to appoint and employ the following officers and employees with bi weekly rates, in accordance with the following classification plan, to a grade with rates established in Section Three of this ordinance.

Title	Grade
Account Clerk I	8G
Account Clerk II	13G
Accountant I	16G
Accountant II	18G
Accounting Manager I	22M
Accounting Manager II	24M
Administrative Assistant I	15G
Administrative Assistant II	18M
Administrative Assistant to Collector	21M
Assistant Collector I	25M
Assistant Collector II	26M
Assistant Collector III	28M
Assistant Supervisor	16G
Audit Manager	23M
Auditor I	16G

Auditor II	19G
Buyer I	15G
Buyer II	18G
Cashier I	10G
Cashier II	13G
Cashier III	15G
Chief Investigator	17G
Chief Mail Clerk	13G
Clerical Aide	3G
Clerk I	5G
Clerk II	7G
Clerk III	10G
Clerk IV	13G
Clerk V	15G
Compliance Manager	18M
Custodian	4G
Data Entry Operator I	6G
Data Entry Operator II	8G
Data Entry Supervisor	11G
Executive Assistant I	23M
Executive Assistant II	26M
First Assistant Collector	30M
Fiscal Executive	30M
Fiscal Manager	28M
Intergovernmental Affairs Officer	21M
Internal Auditor	20M
Investigator I	13G
Investigator II	15G
Messenger	3G
Mail Clerk I	5G
Mail Clerk II	7G
Manager	24M
Office Manager	16M
Personnel Assistant	10G
Personnel Manager I	24M
Personnel Manager II	27M
Receptionist	5G
Secretary/Stenographer to Collector	15G

Secretary I	9G
Secretary II	11G
Secretary III	13G
Security Manager I	14G
Security Manager II	17M
Security Officer	8G
Supervisor I	16M
Supervisor II	17M
Supervisor III	18M
Supervisor IV	19M
System Analyst I	21G
System Analyst II	24G
Taxpayer Affairs Manager	17M
Telephone Operator	5G
Telephone Operation Supervisor	11G
Typist Clerk I	6G
Typist Clerk II	8G
Typist Clerk III	9G

SECTION THREE.

(a) GENERAL PAY SCHEDULE

(1) There is hereby adopted as the compensation schedule for all pay grades which are denoted by the suffix "G" in Section Two of this ordinance, the following ranges of salary beginning with the bi weekly pay period starting June 12, 1994.

BI-WEEKLY RANGE OF PAY IN WHOLE DOLLARS

	GRADE MINIMUM	MAXIMUM
1G	486	654
2G	508	683
3G	531	714
4G	556	748
5G	582	783
6G	608	817
7G	637	857

8G	667	896
9G	699	942
10G	732	985
11G	766	1029
12G	802	1081
13G	841	1130
14G	880	1182
15G	923	1241
16G	967	1300
17G	1013	1362
18G	1063	1430
19G	1113	1498
20G	1168	1571
21G	1223	1645
22G	1283	1725
23G	1345	1810
24G	1411	1899
25G	1479	1989
26G	1551	2086
27G	1626	2186
28G	1706	2294
29G	1789	2406
30G	1877	2525
31G	1969	2648
32G	2066	2779
33G	2167	2917
34G	2274	3059
35G	2384	3207
36G	2502	3368

(2) The following bi weekly pay schedule for all pay grades denoted with the suffix "G" shall become effective beginning with the bi weekly pay period starting June 25, 1995:

BI-WEEKLY RANGE OF PAY IN WHOLE DOLLARS

GRADE MINIMUM		MAXIMUM
1G	493	664
2G	516	693
3G	539	726
4G	564	760
5G	591	795
6G	617	830
7G	647	870
8G	677	912
9G	709	956
10G	743	1000
11G	777	1047
12G	814	1097
13G	854	1151
14G	893	1201
15G	937	1261
16G	982	1321
17G	1028	1383
18G	1079	1452
19G	1130	1520
20G	1186	1595
21G	1241	1670
22G	1302	1752
23G	1365	1837
24G	1432	1927
25G	1501	2019
26G	1574	2117
27G	1650	2219
28G	1732	2330
29G	1816	2443
30G	1905	2563
31G	1999	2689
32G	2097	2822
33G	2200	2961
34G	2308	3105
35G	2420	3258
36G	2540	3419

(b) MANAGEMENT PAY SCHEDULE:

(1) The following bi weekly pay schedule for all pay grades denoted with the suffix "M" shall become effective beginning with the bi-weekly pay period starting June 12, 1994:

BI-WEEKLY RANGE OF PAY IN WHOLE DOLLARS

GRADE	MINIMUM	MAXIMUM
		M
16M	967	1436
17M	1013	1504
18M	1063	1579
19M	1113	1654
20M	1168	1734
21M	1223	1816
22M	1283	1905
23M	1345	1999
24M	1411	2097
25M	1479	2200
26M	1551	2307
27M	1626	2421
28M	1706	2541
29M	1789	2664
30M	1877	2796
31M	1969	2934
32M	2066	3078
33M	2167	3232
34M	2274	3391
35M	2384	3558
36M	2502	3734

(b)MANAGEMENT PAY SCHEDULE

(2) The following bi weekly pay schedule for all pay grades denoted with the suffix "M" shall become effective beginning with the bi weekly pay period starting June 25, 1995:

BI-WEEKLY RANGE OF PAY IN WHOLE DOLLARS

	GRADE	MINIMUM	MAXIMUM
			M
16M	982	1458	
17M	1028	1527	
18M	1079	1603	
19M	1130	1679	
20M	1186	1760	
21M	1241	1843	
22M	1302	1935	
23M	1365	2029	
24M	1432	2128	
25M	1501	2233	
26M	1574	2342	
27M	1650	2457	
28M	1732	2579	
29M	1816	2704	
30M	1905	2838	
31M	1999	2978	
32M	2097	3124	
33M	2200	3280	
34M	2308	3442	
35M	2420	3611	
36M	2540	3790	

SECTION FOUR. These salaries shall be paid out of fees collected, deducted and retained by the Collector of Revenue as provided by Sections 82.650 and 82.670, Revised Statutes of Missouri.

SECTION FIVE.

(a) All pay schedules in Ordinance 62664 shall continue in effect until the beginning of the bi weekly pay period starting June 12,1994, at which time the rates to be paid to employees in positions of any class for which a rate is

established or changed in Section Three (a)(1) and Section Three (b)(1) of this ordinance shall be increased by twenty-six (\$26) dollars and a factor of one and one half percent (1.5%), rounded to the nearest whole dollar, as determined by the appointing authority and be adjusted as follows:

(1) The bi-weekly salary of each employee whose pay range is established in Section Three (a)(1) and Section Three (b)(1) of this ordinance and whose class title remains unchanged or whose class title is changed to better describe his or her position and without a substantial revision in the class of position shall be increased by twenty-six (\$26) dollars and a factor of one and one half percent (1.5%) rounded to the nearest whole dollar. This provision shall not apply to employees whose rate is deemed to be above the new maximum of the range as a result of demotion or reallocation.

(b) The pay schedules in Section 3 (a) (1) and 3 (b) (1) shall continue in effect until the bi-weekly pay period starting June 25, 1995, at which time the rates to be paid to employees in positions of any class for which a rate is established or changed in Section 3 (a) (2) or 3 (b) (2) of this ordinance shall become effective and be adjusted as follows:

(c) The salary of each employee whose pay range is established in Section 3 (a) (2) or 3 (b) (2) of this ordinance shall be increased by one and half percent (1.5%) to the nearest whole dollar, as determined by the appointing authority. This provision shall not apply to employees whose rate is deemed to be above the maximum of their new salary range except as provided in paragraph (d) below.

(d) No employee shall be reduced in salary by reason of the adoption of the new pay schedules in this ordinance.

(2) The salary of each employee whose pay range is established in Section Three (a) and Section Three (b) of this ordinance and whose class has been allocated to a higher pay grade in the appropriate pay schedule shall be increased to a rate which provides a three percent (1.5%) increase in addition to an increase which equals the amount of the pay grade reallocation.

(a) All employees shall be eligible for increases based upon satisfactory service as determined by the Collector, subject to the maximum salary limitation herein.

(b) Nothing in this section shall be construed as preventing the Collector from paying less than the maximum provided in this ordinance.

(c) Any employee whose salary upon effective date hereof exceeds the initial salary level for his position may be paid at the salary level that immediately exceeds his then current salary level.

SECTION SIX.

Salary adjustments for all employees shall be based on considerations of merit, equity, or success in fulfilling predetermined goals and objectives as herein provided.

(a) Positions for which salary is established in Section 2(a)-General Schedule, Section 2(b)-Management Schedule:

(1) Eligibility for 3.35% within-range increases shall be made at intervals of once a fiscal year.

(2) Any employee whose salary is established in Section 3(a) or 3(b) and whose services fail to meet the standards of performance necessary to qualify for increases in pay shall not receive the within-range increase otherwise allowed by this Section 6.

(b) The effective date of any within-range increase granted under provisions of Section 6(a)(1) shall be effective subject to the provisions set by Appointing Authority.

(c) An appointing authority may evaluate the performance of an employee whose salary is established in Section 3(a) or 3(b) of this ordinance for the purpose of a salary adjustment only at intervals as described above except in the case of:

(1) Exceptional performance of duties:

The appointing authority of an employee who demonstrates exceptional performance of duties or outstanding qualifications may, advance the employee by not more than ten percent (10%)

(2) Substandard performance of duties:

The appointing authority of an employee whose level of performance is significantly diminished and no longer warrants payment at the current rate within the range may be decreased to a lower rate in the salary range.

The granting of any such increase or decrease in salary shall be made at the beginning of a payroll period.

(d) An appointing authority may approve a within-range salary adjustment in any whole dollar increment up to ten percent (10%) of an employee's bi-weekly base.

(e) The pay of any employee may be decreased as a disciplinary action by an appointing authority to a lower rate or step within a salary range. The decrease shall not be greater than fifteen percent (15%) of the current salary rate. In no case shall the decrease be below the minimum of the pay range for the class. The appointing authority may determine that the pay decrease shall be effective for a specific number of bi-weekly pay periods.

SECTION SEVEN. Whenever the Collector of Revenue finds it necessary to add a new class or reallocate the grade of a class of position in the classification plan, the Collector shall allocate or reallocate the class to an appropriate grade in this ordinance and notify the Board of Aldermen of his action.

SECTION EIGHT. The passage of this ordinance being deemed necessary for the immediate preservation of the public peace, health and safety, it is hereby declared to be an emergency measure and the same shall take effect and be in force immediately upon its approval by the Mayor.

SECTION NINE. Ordinance 62664 and all other ordinances or parts of ordinances conflicting or inconsistent with the provisions of this ordinance are hereby repealed.

Legislative History				
1ST READING	REF TO COMM	COMMITTEE	COMM SUB	COMM AMEND
04/29/94	04/29/94	PE		
2ND READING	FLOOR AMEND	FLOOR SUB	PERFECTN	PASSAGE
05/13/94			05/20/94	05/26/94
ORDINANCE	VETOED		VETO OVR	
63160				

